



The Holme Church of England Primary School
The Good Shepherd Trust
Academies in partnership with the Guildford Diocese Education Trust
The Academies Office, Larch Ave, Guildford GU1 1JY



Health and Safety Policy

Date	Review Date	Coordinator	Responsible Body
September 2023	September 2024	Site Manager	The Good Shepherd Trust

STATEMENT OF INTENT

This policy should be read in conjunction with the Good Shepherd Trust Health and Safety Policy.
(If there is any ambiguity between the two policies then the GST policy should take precedent)

It is our policy to carry out our activities in such a way as to ensure so far as is reasonably practicable, the health, safety and welfare of our employees and all persons likely to be affected by our activities including the general public where appropriate. We will co-operate and co-ordinate with partnerships, contractors, sub-contractors, employers and local council departments in order to pursue our Health and Safety Policy aims.

Our aims are to:

- Provide and maintain a safe and healthy working environment ensuring the welfare of all persons
- Maintain control of health and safety risks arising from our activities
- Comply with statutory requirements as a minimum standard of safety
- Consult with all staff on matters affecting their health, safety and welfare
- Provide and maintain safe systems, equipment and machinery
- Ensure safe handling, storage and use of substances
- Provide appropriate information, instruction and supervision for everyone
- Ensure staff are suitably trained and competent to do their work safely
- Continually develop a safety culture to remove or reduce the possibility of accidents, injuries and ill-health
- Assess risks, record significant findings and monitor safety arrangements
- Review and revise safety policies and procedures periodically and when circumstances may introduce a requirement to amend or improve arrangements
- Develop and maintain a positive health and safety culture through regular communication and consultation with staff, pupils, parents and governors on health and safety matters.

Our health and safety management system has been developed to ensure that the above commitments can be met. **All** staff and stakeholders will be instrumental in its implementation.

ORGANISATION

Employer Responsibility

The overall responsibility for health and safety at The Holme Church of England Primary School is held by The Good Shepherd Trust who will:

- Ensure that health and safety has a high profile
- Ensure adequate resources for health and safety are made available

- Consult and advise staff regarding health and safety requirements & arrangements
- Periodically monitor and review local health and safety arrangements

Responsible Manager (Sarah Stevenson)

The responsible manager for the premises is the headteacher who will act to:

- Develop a safety culture throughout the school
- Consult staff and provide information, training and instruction so that staff are able to perform their various tasks safely and effectively
- Assess and control risk on the premises as part of everyday management
- Ensure a safe and healthy environment and provide suitable welfare facilities
- Make operational decisions regarding health and safety
- Ensure periodic safety tours and inspections are carried out
- Ensure significant hazards are assessed and risks are managed to prevent harm
- Ensure staff are aware of their health and safety responsibilities
- Periodically update the Local Governing Committee as appropriate
- Produce, monitor and periodically review all local safety policies and procedures

When the Headteacher is out of school, the Assistant Head (Debs Morris) is the Responsible Manager.

All Staff (including volunteers)

All staff have a statutory obligation to co-operate with the requirements of this policy and to take care of their own health and safety and that of others affected by their activities by:

- Supporting the school health and safety arrangements
- Ensuring their own work area remains safe at all times
- Not interfering with health and safety arrangements or misusing equipment
- Complying with all safety procedures, whether written or verbally advised, for their own protection and the protection of those who may be affected by their actions
- Reporting safety concerns to their staff representative or other appropriate person
- Reporting any incident that has led, or could have led to damage or injury
- Assisting in investigations due to accidents, dangerous occurrences or near-misses
- Not acting or omitting to act in any way that may cause harm or ill-health to others

Site Manager (Andrew Jaworski)

The site manager is responsible for undertaking a wide range of typical health and safety related duties on behalf of, and under the direction of the responsible manager. He is to work within the parameters of any provided training and in accordance with risk assessments and the on-site safe working practices. He is to work within his level of competence and seek appropriate guidance and direction from the responsible manager and/or RW Safety Solutions as required. When the Site Manager is out of school, the Finance Officer (Wendy Carter) takes on these responsibilities.

On-Site Health & Safety Officer (Sarah Stevenson)

The on-site health & safety officer to the school will manage advice and co-ordinate local safety matters on behalf of, and under the direction of the responsible manager. They are to work within their level of competence and seek appropriate guidance and direction from the responsible manager and/or RW Safety Solutions as required.

All Teachers & Teaching Staff

The responsibility of applying local safety procedures on a day-to-day basis rests with the teachers and teaching staff. Where any new process or operation is introduced in the area of their responsibility, they are to liaise appropriately so that the associated risks are assessed and any precautions deemed necessary are implemented. They are to ensure that all new members of

staff under their control are instructed in their own individual responsibilities with regards to health and safety, and they will appropriately monitor those new staff. They are to make periodic inspections of their areas of responsibility, taking prompt remedial action where necessary to control risk.

Safety Committee

The purpose of the safety committee is to assist in the assessment of safety related matters and provide appropriate support to the headteacher. The safety committee is to periodically (at least once a term) meet to monitor and discuss on-site health and safety performance, and recommend any actions necessary should this performance appear or prove to be unsatisfactory. Safety committee staff will be kept informed of all changes in practices and procedures, new guidance, accidents, incidents and risk related matters.

The safety committee consists of Sarah Stevenson, Wendy Carter, Andy Jaworski and a Local Governing Committee member (Robin Hall). A record of the meetings are held on the Shared Server in H&S folder.

Local Committee Members

At least 2 members are H&S trained by Ray West. They make half termly H&S visits to the school, ensuring the school is meeting its legal obligations and that the school is safe for all users. Visits include site inspections, risk assessment monitoring, fire safety checks. Governor visits are reported on the school visit forms and/or on Ray West governor forms as appropriate. If the school is found to be failing in regard to statutory obligations, visits will be more frequent and prompt action (disciplinary if appropriate) taken to achieve compliance. The link governors are Robin Hall and Alex Kemp. The site manager is invited to LC meetings, reports on aspects of H&S and answers questions. All members are asked to complete at least one safety-linked task on any visit to school and to record findings on the sheet kept in the Governors' Log Book in the office.

Fire Safety Co-ordinator (Andrew Jaworski)

The Site manager is the fire safety co-ordinator who is the competent person for fire safety on the premises and acts on behalf of the responsible manager. He is to attend an appropriate fire safety training course and refresh this training every three years. The fire safety co-ordinator is responsible for the local management and completion of day-to-day fire safety related duties and upkeep of the fire safety manual.

The fire safety co-ordinator is to work within his level of competence and seek appropriate guidance and direction from the responsible manager and/or RW Safety Solutions as required.

Health & Safety Representative (Carolyn Elder)

The premises health and safety representative (whether a member of staff who is union appointed, or non-union and locally nominated) will represent the staff with regard to their health and safety at work. They are expected to promote a positive safety culture throughout the premises and carry out the health and safety duties appropriate to their role in accordance with current guidance and legislative requirements.

Legionella Competent Person (Andrew Jaworski)

The site manager is the nominated competent person for Legionella on the premises and provides the necessary competence to enable Legionella to be managed safely. He is to attend training at intervals not exceeding three years and all training records are to be retained.

The Legionella competent person will ensure that all periodic and exceptional recording, flushing, cleaning and general Legionella management tasks are correctly completed and recorded in accordance with the Legionella ACOP (L8). He will advise the headteacher of any condition or

situation relating to Legionella which may affect the safety of any premises users. He is to work within his level of competence and seek appropriate guidance and direction from the headteacher and/or RW Safety Solutions as required. The monthly statutory Legionella checks are carried out by the site manager, but in his absence they are outsourced to Wings Property Services with weekly flushing carried out by school staff.

Asbestos Competent Person (Andy Jaworski)

The site manager is the nominated competent person for asbestos on the premises and acts on behalf of the headteacher to provide the necessary competence to enable asbestos to be managed safely. He/she is to attend training at intervals not exceeding three years and all training records are to be retained.

The asbestos competent person will ensure that all staff have a reasonable awareness of asbestos management and dangers. He/she is to ensure that the staff are competent in the use of the asbestos register and that asbestos is managed in accordance with departmental and corporate requirements. He/she will advise the headteacher of any condition or situation relating to asbestos which may affect the safety of any premises users. He/she is to work within their level of competence and seek appropriate guidance and direction from the Headteacher and/or RW Safety Solutions as required.

Accident Investigator (Sarah Stevenson)

The on-site trained accident investigator is the Headteacher who, in conjunction with GST and RW Safety Solutions will lead on all accident investigations in accordance with departmental and corporate procedures. A second member of staff has been trained to support the headteacher (Karen Francis).

Health & Safety Assistance & Advice

RW Safety Solutions is the competent source of safety guidance for the school/organisation as required under Reg 7 of the Management of Health & Safety at Work Regulations 1999. Where incident, issues or concerns arise beyond the level of understanding or knowledge in the school, then advice from RW Safety Solutions must be sought.

ARRANGEMENTS

The following arrangements for health and safety have been developed in accordance with the Management of Health and Safety at Work Regulations 1999. These arrangements set out all the health and safety provisions for The Holme C of E Primary School and are to be used alongside other current school/premises procedures and policies.

In carrying out their normal functions, it is the duty of all managers and staff to act and do everything possible to prevent injury and ill-health to others. This will be achieved in so far as is reasonably practicable, by the implementation of these arrangements and procedures.

Accident/Incident Reporting & Investigation

Any accident, incident or injury involving staff, visitors or contractors is to be immediately reported and recorded in the Accident Report Book held in the school office. These are numbered, removed from the book and stored securely in the headteacher's locked filing cabinet.

Minor accidents to pupils are to be recorded in the Accident File located in the school office. A copy of the form is sent home with a reply slip for parents to complete to acknowledge receipt of the form. Minor accidents are reported half-termly to governors and trends analysed in regard to location and type of accident.

The more serious accidents that are notifiable to the Health & Safety Executive (HSE) are to be initially discussed with RW Safety Solutions and reported using the HSE's online RIDDOR (F2508) reporting system.

All significant accidents (recorded on accident forms held in the office), incidents (recorded either on accident or behaviour forms depending on nature) and near-misses (recorded on coloured forms kept in staffroom) are to be immediately reported to the headteacher or head of school. The trained accident investigator is to always conduct a documented investigation into more serious incidents. The purpose and intended outcome of the investigation is to identify the immediate and underlying causes of the accident so as to be able to implement appropriate measures to prevent reoccurrence.

The headteacher will ensure that the governing body, the Good Shepherd Trust, the local committee and senior leadership team are appropriately informed of all incidents of a serious nature. All accident/incident reports will be monitored by the local governing body for trend analysis in order that repetitive causal factors may be identified to prevent reoccurrences.

Premises hirers and community/extended service/third party users must report all incidents related to unsafe premises or equipment to the school/premises staff, who will appropriately report and investigate each incident. Incidents related to the user's own organised activities are to be reported by them in line with their own reporting procedures. See Lettings Policy and Agreement for details.

Asbestos Management

Asbestos management on site is controlled by the asbestos competent person. The asbestos register is located in the school office and is to be shown to all contractors who may need to carry out work on site. Contractors must sign the register as evidence of sighting prior to being permitted to commence any work on site. Any changes to the premises' structure that may affect the asbestos register information will require recording in the asbestos register. (The register is inspected annually by Gully Howard – it was last updated in January 2022.

Under no circumstances must staff drill or affix anything to floors, walls or ceilings that may disturb materials without first checking the register and/or obtaining approval from the competent person.

Any damage to any structure that possibly contains asbestos, which is known or identified during inspection, should be immediately reported to the headteacher and/or the asbestos competent person who will immediately act to cordon off the affected area and seek appropriate advice. Any contractor suspected to be carrying out any unauthorised work on the fabric of the building should be immediately stopped from working and immediately reported to the headteacher and/or asbestos competent person.

The site manager checks asbestos areas bi-monthly and records findings in the site register and inspection log.

Child Protection

Arrangements regarding child protection are set out in the Child Protection Policy and Safeguarding Policy, which is reviewed annually as part of the annual Safeguarding Audit.

Climbing Frames

The school has a large climbing frame in the KS2 playground and a small frame in the EYFS playground. An annual inspection is carried out by Universal Services and a bi-monthly inspection by the site manager. Duty staff check daily at playtimes before allowing children on to play (for visual damage, fungi, bird droppings etc). All equipment is risk assessed with annual reviews, or sooner if there is an incident.

Of note is the requirement for children to be closely supervised at all times. We do not allow the climbing frame to be used outside of school hours or without the supervision of a member of staff. Signs are on the main climbing frame to remind parents/carers of this. When the frame was installed, instructions for safe use and non-use were detailed in the school newsletter and these are reissued annually, or more regularly if deemed necessary. All children have a PE lesson in safe use of climbing frames in September before using them during playtimes.

Community Users/Lettings/Extended Services

The headteacher will ensure that:

- Third parties and other extended service users operate under hire agreements
- A risk assessment for the activity is completed
- The premises is safe for use and is always inspected prior to, and after each use
- Means of general access and egress are safe for use by all users
- All provided equipment is safe for use
- Fire escape routes and transit areas are safe and clear of hazards
- Hirers/users are formally made aware of fire safety procedures and equipment
- Hirers/users have a formal Health and Safety induction with the site manager before their first period of hire

Contractors on Site

Where contractors may be required or selected for use then appropriate safe selection procedures are to be used to ascertain competence prior to engaging their services. All contractors will require adequate risk assessments to be sighted to demonstrate their safe working practices for specific work being undertaken.

All contractors must report to the main office where they will be asked to sign the visitors' book and asbestos register. Any further provisions or procedures will be followed on an individual basis depending on the nature of the work and when it is carried out. All contractors must be issued with a local contractor induction brief that includes all relevant details of fire safety procedures & local safety arrangements. Further guidance and advice is sought from RW Safety Solutions as required.

Host staff are responsible for monitoring work areas and providing appropriate supervision, more so where the contractor's work may directly affect staff and pupils on the premises.

Curriculum Activities

All safety management and risk assessments for curriculum based activities will be carried out under the control of the relevant teachers using the appropriate codes of practice and safe working procedural guidance for Design & Technology, Science, Music, Physical Education & Sport, Art, Swimming and Drama as issued by CLEAPSS, HIAS and local council requirements as appropriate. Teachers will be responsible for local risk management and ensuring that maintenance of equipment and premises in their areas of the curriculum are managed safely following the appropriate guidance.

Diary

The H&S pull up diary is an Excel document saved in the H&S folder on the Shared Server and managed by the Site Manager. It is organized into sections such as Training, Policies, Inspections etc and has a 3-year span. Items are marked red until completed when they are marked green. They include the responsible person for each item.

Display Screen Equipment

All staff are regarded as users of DSE. All users must complete periodic workstation assessments and any issues will be actioned as necessary by line managers. Workstation assessments are to be routinely reviewed at intervals not exceeding three years. If there are any changes (to physical/mental health or furniture) a review will be carried out. Workstation assessments are part of the induction process for all new staff. Users receive refresher training annually.

Electrical Equipment

The headteacher will ensure that:

- Only authorised and competent persons are permitted to install or repair equipment
- Where 13-amp sockets are in use, only one plug per socket is permitted
- Equipment is not to be used if found to be defective in any way
- Defective equipment is to be reported & immediately taken out of use and held in the site office until repaired
- All IT equipment will be inspected/tested every other year. All other electrical equipment will be inspected/tested annually by PAT Test solutions.
- Equipment testing/inspection can only be carried out by a competent person.
- The competent person to be used is the site manager, however we currently outsource annual testing to a private company (PAT Test solutions).
- Private electrical equipment is not to be brought onto the premises or used unless its use is approved by management and it has been tested
- New equipment must be advised to the headteacher/Site manager in order that it can be added to future PAT testing schedules

Any defective or suspected defective equipment, systems of work, fittings etc must be reported to the site manager via the Defect Log or via email and attended to as soon as possible. In the absence of the site manager, the item must be put out of service until it can be attended to and reported to the headteacher.

Emergency Procedures

Emergency procedures are to be carried out in accordance with the school Emergency Plan Policy. Procedures are in place for Fire Evacuation emergencies and also Off-site Evacuation emergencies. There is a lockdown procedure in place in the Lockdown Policy. There are separate documents for each of these plans, on the notice board and on the server.

All staff will receive a brief and a copy of the emergency plans at induction, and they will be periodically provided with updated information as the emergency plans are routinely reviewed and amendments are introduced. Fire Evacuation and Lockdown procedures are practised at least termly and Off-site Evacuation is practised annually.

Personal Emergency Evacuation Plans are to be completed, provided and exercised for any vulnerable persons to be able to ensure safe, assisted evacuation in the event of an emergency incident. The PEEP manager is the headteacher.

Fire Safety

Arrangements regarding fire safety are set out in the school fire safety policy. The fire safety co-ordinator is the competent person for fire safety on the premises and is the immediate point of contact for all fire safety related enquiries on site.

The headteacher will ensure through the fire safety co-ordinator that:

- All staff are to complete fire safety training at intervals not exceeding three years

- Fire safety procedures are readily available for all staff to read
- Fire safety information is provided to all staff at induction and periodically thereafter
- Fire safety notices are posted in the key areas of the building close to the fire points
- Evacuation routes and assembly points are clearly identified
- Staff are aware of their own responsibilities for knowing the location of fire points and fire exits. They should also know the location of the assembly point in the event of fire
- All staff are familiar with the flammable potential of materials and substances that they use and exercise maximum care in their use, especially with those marked *flammable*
- Fire evacuation procedures, fire safety training and fire alarm testing are carried out in accordance with corporate guidance and the premises fire safety manual
- The fire risk assessment is reviewed annually by the fire safety co-ordinator and amended as new hazards or required amendments are identified. Every 2 years our risk assessment is reviewed by an external consultant (currently Fire Marque).

First Aid

Arrangements regarding first aid provision are set out in the First Aid Policy, which is reviewed annually or sooner if an incident requires it. The names and locations of the first aid trained staff on site are listed in the first aid policy and also clearly signposted around the school.

First aid should be administered by first aid trained staff where possible, however no child is to be neglected should they need help and any member of staff can administer minor first aid, eg ice packs for bumps.

Forest School

Forest School lessons are only led by a qualified instructor. All activities are risk assessed beforehand. Of particular note is the requirement that any use of fire is only supervised by a qualified Forest School instructor. The maintenance of the forest is led by the Forest School instructor, supported by the site manager.

General Equipment

All general equipment requiring statutory inspection and/or testing on site (*eg. boilers, local exhaust ventilation, PE equipment, climbing apparatus*) will be inspected by appropriate competent contractors or as locally arranged (currently Universal Services for PE and play equipment, ventilation in kitchen by HCC and Wings for all other equipment).

Equipment is not to be used if found to be defective in any way. Defective equipment is to be reported and immediately taken out of use until repairs can be carried out.

Good Housekeeping

Tidiness, cleanliness and efficiency are essential factors in the promotion of good health and safety. The following conditions are to be adhered to at all times:

- All corridors and passageways are kept free from obstruction
- Shelves in storerooms and cupboards are stacked neatly and not overloaded
- Floors are kept clean and dry, and free from slip and trip hazards
- Emergency exits and fire doors are not obstructed in any way
- Supplies are stored safely in their correct locations
- Rubbish and litter are cleaned and removed at the end of each working day
- Poor housekeeping or hygiene conditions are immediately reported

Hazardous Substances

Hazardous substances, materials, chemicals and cleaning liquids are not permitted to be used or brought into use on site unless a documented COSHH assessment has been undertaken by the trained COSHH assessor, and the product has been approved for safe use on site by the headteacher. The premises COSHH assessor acting on behalf of the headteacher is the site manager.

When using a harmful substance, whether it is a material, cleaning fluid or chemical substance, staff must ensure that adequate precautions are taken to prevent ill-health in accordance with the COSHH assessment completed for that hazardous substance.

Staff must never attempt to use a harmful substance unless adequately trained to do so, and then only when using the safe working practices and protective equipment identified in the COSHH assessment.

All hazardous substances are to be stored in the secure and signed storage when not in use, which is in the cupboard behind the school kitchens for this premises. This is to remain locked at all times. There is a hazardous substances metal, locked cupboard in the site manager's office.

Hot Drinks and Food

Hot drinks are not to be taken out of the staffroom or offices unless in a lidded cup or a silicone lid on the cup. Hot food (unless a school lunch cooked on site) must only be taken out of the staffroom in a lidded container.

Inspections and Monitoring

Daily monitoring of the premises, through working routines and staff awareness, is expected to identify general safety concerns and issues which should be immediately recorded in the premises defect book and reported to the site manager.

Routine documented inspections of the premises will be carried out every half term in accordance with the premises monthly inspection schedule. Inspection findings are to be recorded locally and records retained. (see also local committee section above for checks regarding statutory compliance)

Defects identified during these routine documented inspections are to be immediately reported to the site manager and recorded in the site log. Any identified high level risks or safety management concerns are to be actioned by the headteacher, who will also ensure the local governing body are informed and, if appropriate, the Good Shepherd Trust.

Periodic detailed inspections of the premises' safety management system will be carried out every year by Ray West Safety Solutions. These documented inspections will examine all areas of the safety management system.

Kitchens

The main kitchen area is only to be used by authorised staff in accordance with the identified safe working procedures. Authority and procedures for local management of the main kitchen is HC3S. Any persons not normally authorised but wishing to enter the kitchen area must gain approval prior to entry and must strictly adhere to the kitchen safe working practices.

The Site Manager carries out Fire and Legionella checks. HC3S is responsible for COSHH assessments, PAT testing and inspecting the ventilation system.

Legionella Management

Legionella management on site is controlled by the Legionella competent person who will manage and undertake all procedures regarding Legionella. Records of all related training, flushing, temperature monitoring, cleaning & defects are to be retained for auditing purposes. The monthly statutory Legionella checks are carried out by the site manager, but in his absence they are outsourced to Wings Property Services with weekly flushing carried out by school staff.

The Legionella risk assessment is carried out annually by the Site Manager. The initial risk assessment was carried out by Freestons and is reinspected every 3 years or whenever there has been a change to the system.

Lone Working

All lone working is to be approved by the headteacher or site manager and is to be carried out in accordance with the premises lone working risk assessment (RA11).

Medical Conditions

Arrangements regarding medicines are set out in the Medical Conditions Policy.

Minibuses

Minibuses are used for the purposes of transporting children to and from educational events, including school transport as authorised by Nikki Statham (office assistant) who is responsible for the operation and arranging maintenance of minibuses in accordance with HCC guidance, MIDAS and D1 Training. All minibus drivers must have a D1 entitlement on their driving licence and have completed MIDAS training prior to being permitted to drive the minibus.

Moving and Handling

All staff must complete moving & handling training at periods not exceeding three years. Staff are not permitted to regularly handle or move unreasonably heavy or awkward items, equipment or children unless they have attended specific moving and handling training and/or have been provided with mechanical aids in order to work safely.

Any significant moving and handling tasks are to be specifically risk assessed in order that training requirements and mechanical aids can be accurately determined to ensure that the task is carried out safely. The site manager is expected to undertake regular physical work which would typically include significant moving and handling, so therefore they must attend a formal moving and handling course specific to the work requirements.

Off-site Activities

Arrangements regarding off-site activities are managed in accordance with the Offsite Visits procedures and guidance.

Physical Intervention

Arrangements regarding physical intervention are set out in the Positive Handling (Pupil Restraint) Policy.

Provision of Information

The headteacher will ensure that information systems are established so that staff are periodically provided with information regarding safety arrangements on the premises. These systems are: whole staff briefing each half-term, staffroom notice board, the school server, signature based receipt of information, meeting minutes. Local health and safety advice is available from the headteacher and the site manager. RW Safety Solutions can provide both general and specialist advice as well providing annual face to face refresher training for all staff.

The *Health and Safety Law* poster is displayed on the staffroom noticeboard. All H&S documents, (policies, risk assessments, guidance documents, procedures etc) are kept on the Shared Server in the Health & Safety file and are accessible to all staff.

Risk Assessment

General risk assessment management will be co-ordinated by the headteacher and must be undertaken for all areas where a significant risk is identified or a possibility of such risk exists. The trained risk assessors on site, who are the headteacher and site manager, will oversee the correct completion of risk assessments. Risk assessments will be carried out by those staff with the appropriate knowledge and understanding in each area of work.

All risk assessments and associated control measures are to be approved by the headteacher or their delegated member of staff prior to implementation. Completed risk assessments are listed in the Risk Assessment Register and will be reviewed periodically in accordance with each risk assessment's review date as listed for review in the premises bring-up diary system or if there is an incident which prompts an earlier review.

Security

Arrangements regarding security are based on the premises security risk assessment and The Good Shepherd Trust Site Security Policy. We take site security very seriously and regularly discuss it with children, staff and governors. A grant was secured in 2017 and again in 2021 to ensure more effective boundaries and gates are in place.

Shoes Policy

Staff are required to wear trainers when they lead PE lessons. For playground duty or other active lessons, low heels should be worn, no strappy sandals. No open flip-flops are to be worn in school.

Smoking

Smoking is not permitted on the premises. This includes all tobacco-based products and vaping. Signage is displayed at all entrances to the site.

Stress & Wellbeing

The Holme CofE Primary School is committed to promoting high levels of health and wellbeing and recognises the importance of identifying & reducing workplace stressors. Stress management through risk assessment and appropriate consultation with staff will be periodically reviewed and acted upon in accordance with the Health & Safety Executive's Management Standards, guidance and requirements.

On-site arrangements to monitor, consult and reduce stress situations are: annual staff questionnaires and performance management. Suggestions are responded to and individual action taken on a case-by-case basis.

All staff are signposted to the [Education Support Service](#) for further information and help.

Traffic Management

Arrangements regarding on-site traffic safety are based on the premises traffic risk assessment and are set out in the on-site traffic policy and procedures. The car park gates are kept shut from 8.10 – 15.10. Pedestrians are not allowed to walk through the car park, but must use the pedestrian entrance. Only staff and authorised visitors park on-site.

Training

Health and safety induction training will be provided and recorded for all new staff/volunteers in accordance with the New Staff Health & Safety Induction Checklist. The site manager meets with all new staff for a half day's instruction in H&S procedures and expectations at the school. One of the schools Designated Safeguarding Leads, DSLs (Sarah Stevenson HT, Beverley Hoe AHT, Jo Lawrance, Vanessa McMillan and Karen Francis HLTA) meets with all new staff for a half day's Safeguarding Basic Training. The checklists, once completed, are stored in the personnel files in the office.

The headteacher is responsible for ensuring that all staff/volunteers are provided with adequate information, instruction and training regarding their safety at work. A training needs analysis will be carried out from which a comprehensive health and safety training plan will be developed and maintained to ensure health and safety training is effectively managed for all staff who require it. This is linked with the diary.

All staff will be provided with the following as a minimum training provision:

- Induction training regarding all the requirements of this health and safety policy
- Appropriate local training regarding risk assessments and safe working practices
- Updated training and information following any significant health and safety change
- Specific training commensurate to their own role and activities
- Periodic refresher training that will not exceed three yearly intervals

Training records are held by the finance officer who is responsible for co-ordinating all health and safety training requirements, maintaining the health and safety training plan, and managing the planning of refresher training for all staff.

Violent Incidents

Violent, aggressive, threatening or intimidating behaviour towards staff, whether verbal, written, electronic or physical, will not be tolerated at The Holme CofE Primary School.

Staff must report all such violent and aggressive incidents to ensure that there is an awareness of potential issues and/or injuries, and so as to enable incidents to be appropriately investigated so that reasonable actions may be taken to support those involved and reduce the risk of similar incidents occurring in the future. Violent incident reporting is totally confidential. Reports are typed and signed by those involved, including witnesses to the incident. CPOMs may be used for recording of such incidents, depending on the nature of the incident. Records are kept in the headteachers locked filing cabinet. If a member of staff is injured, this will also be recorded in the Accident Report Book kept in the school office.

Visitors

All visitors must initially report to the main reception where they will be provided with the key health, safety and fire safety information to enable them to act appropriately and safely in the event

of an incident. This includes key Safeguarding/Child Protection information, including the details for the DSL on Duty.

Visitors to the premises will: sign in to the Sign In App, receive a visitor tag which is to be worn at all times while on site (green if a DBS is held and red if it is not), be given a visitors' health and safety and safeguarding briefing and be informed where the evacuation route is in the case of a fire or lockdown.

Work at Height

Work at height is always to be undertaken in accordance with the school's work at height risk assessments. At The Holme CofE Primary School general work at height will be undertaken in accordance with the on-site generic risk assessments for work at height which identifies general requirements and safe working practices. Specific or higher risk tasks will be carried out in accordance with a specific risk assessment for that task.

The competent person for work at height on the premises who has attended training (at least every 3 years) is the site manager and they are authorised to:

- Use steps, stepladders and leaning ladders in accordance with their training
- Provide step stool instructional training briefs to staff in accordance with policy
- Provide stepladder and steps training to staff (not leaning ladders)
- Carry out periodic inspections of all on-site ladders, stepladders and podium steps
- Remove access equipment from use if defective or considered inappropriate for use

The competent person for work at height and all other staff are not permitted to use any other access equipment for work at height without specific training. This includes the use of scaffolding, mobile towers and mobile elevated work platforms.

Work at height on the premises is only permitted to take place under the following conditions:

- Any work to be carried out at height must be underpinned by a risk assessment
- Access equipment selected for work at height must be as per the risk assessment
- Any staff working at height must be appropriately trained to use the access equipment
- Staff are not to improvise or use alternative access methods of their own choice
- Use of any furniture, including tables and chairs, is forbidden for any work at height
- Staff may only use step stools if they have received a local instructional training brief
- Staff may only use stepladders if they have received training from the ladder and stepladder competent person
- Staff may only use leaning ladders if they have personally attended appropriate training at intervals not exceeding three years
- Any safety concerns about a work at height task must be raised prior to work starting
- Access equipment used on site such as ladders and stepladders must only be that provided and are never to be lent to, or borrowed from third parties or contractors
- Contractors working at height are to be appropriately supervised and must only use their own access equipment

RELATED DOCUMENTS (not an exhaustive list)

- A. Medical Conditions policy
- B. Child Protection and Safeguarding Policy
- C. Child Missing On/Off Site Policy
- D. Emergency Management Plan
- E. Fire Safety Policy and Evacuation Procedures
- F. First Aid Policy
- G. Lockdown Procedure Policy
- H. Positive Handling (Pupil Restraint) Policy
- I. Site Security Risk Assessment

RAISING AWARENESS OF THIS POLICY

- ☐ staff health and safety briefings
- ☐ staff notice board
- ☐ staff/volunteer induction process
- ☐ school website
- ☐ HT reports to LGB
- ☐ LC visit reports

MONITORING THE EFFECTIVENESS OF THIS POLICY

This policy will be reviewed by the Health and Safety committee annually or sooner if an incident of significance occurs.

Headteacher:	Sarah Stevenson	Date:	September 2023
Chair of Local Governing Committee:	A Kemp	Date:	September 2023